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REPORT ON SALARIES OF NURSING DEANS

1983–1984

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REPORT

ON

SALARIES OF NURSING DEANS

IN

COLLEGES AND UNIVERSITIES

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INTRODUCTION

Summary

This report on the salaries of 292 chief administrative officers in baccalaureate and higher degree programs in nursing follows the publication of Nursing Faculty Salaries in January 1984. Salaries in both of these reports represent the fall of 1983. They constitute a sixth annual review of academic salaries in nursing which the American Association of Colleges of Nursing initiated in 1978-79. A map showing geographic regions is presented on page 19 followed by a list of participating schools beginning on page 20.

METHOD

Data Collection

An Institutional Data form (see page 17) provided a framework for classification and presentation of salary data for both faculty and deans. Thus, it was possible to examine the following as probable determinants of a dean's salary: the support category of the parent institution, location in a university or other collegiate setting, size of faculty, types of educational programs offered and regional differences. In addition, a one-page questionnaire sought information as to terms of the dean's appointment, educational background, and length of experience as a dean (see page 18).

Participating Schools

This 1983-84 Report on Salaries of Nursing Deans shows a 7.3 percent increase in the number of deans submitting data and is consistent with AACN's growth in membership during the past year. However, the reader may note that the number of schools upon which this report is based (292) is less than the number represented in the Report on Nursing Faculty Salaries (312) for the same period. Schools with a vacancy in the deanship at the time of data collection in the fall of 1983 were deleted; see statement on acting or interim deans on page 2.

There also are other internal differences between participants in the Report on Nursing Faculty Salaries and in this report. For example, it was possible to include three schools that were unable to supply data for the faculty salary report. The dean/director, as the single faculty member, submitted institutional data and information about the dean's position. Finally, a few deans did not choose to participate in this phase of data collection, although they had supplied information on faculty salaries. Thus, although the format for listing the participating institutions beginning on page 20 is similar to the faculty report, the two sets of lists are not identical.

Acting or Interim Deans

The questionnaires from 22 schools indicated that the deanship was vacant at the time of data collection (September-October 1983). Two of these were schools with doctoral programs in nursing. Follow-up of responses indicated that acting or interim deans were faculty members serving as temporary replacements; in this capacity their salaries were more typical of faculty rank rather than of chief administrative officers. Thus, salaries of acting or assistant deans were included in the Report of Nursing Faculty Salaries and do not appear in the analysis of deans' salaries in this report. However, the participation of schools with an acting/interim dean was acknowledged with an asterisk (*) in the list beginning on page 20 as evidence of the school's cooperation in AACN's salary survey. It should be noted also that several deanships which were vacant in the fall of 1983 have been filled by the date of publication of this report.

Since acting and interim deans were excluded from the tabulations, this report is based upon the salaries of 292 chief administrative officers in baccalaureate and graduate programs in nursing.

Definitions

Title

In this report the term dean is used in a generic sense with reference to the chief administrative officer in a school, college, department, or program in nursing regardless of local title. Table 11 will provide the variety of actual titles among the respondents and possible relationships to salary.

Academic Health Center

This frequently misunderstood or misinterpreted title refers to "an institution that includes a school of medicine, a teaching hospital, and at least one additional health educational program" - in our case nursing. Whether situated on the same campus or separate campuses, each health school generally maintains separate identity and autonomy.

Salary Basis: Calendar Year

Salaries of deans were collected on either a calendar year or an academic year basis but, since the majority were in the former category, all salaries were converted to a calendar year basis for analysis and presentation. This conversion is done by multiplying academic year salaries by eleven-ninths to obtain equivalent calendar year salaries.

All tables in this report display salaries on a calendar year basis (only). For a dean whose salary is on an academic year basis, it would be expedient to multiply that salary by eleven-ninths before comparing with the tables which follow.

Computer Processing

All data from the deans' salary questionnaire were keypunched and entered into a computer system for processing, identifying each institution by an AACN code number. The file was then linked with institutional data in the AACN Institutional Data System. These combined data were sorted and tabulated in various ways to obtain the tables presented in the pages which follow.

Percentile Analysis and Protection of Privacy

Where there are a sufficient number of deans in a group, data are presented for the 10th, 25th, 50th, 75th and 90th percentile salaries. These percentile salaries are those below which 10, 25, 50, 75, and 90 percent of the salaries fall, respectively. By this definition, the 50th percentile is the median salary. The 25th percentile salary should be regarded as a low salary, and the 10th percentile should be regarded as a very low salary. The 75th percentile should be regarded as a high salary, and the 90th percentile as a very high salary. Percentile salaries have been rounded to the nearest hundred.

The number of individuals in each group is also shown with the percentile statistics. Where the number is small, it is not meaningful to calculate all of the percentile values. Thus, the 10th and 90th percentiles have not been calculated where the number is less than eleven, the 25th and 75th percentiles have not been calculated where the number is less than five, and even the 50th percentile has not been reported when the number is less than three.

RESULTS AND DISCUSSION

Table 1

Salaries of All Deans: Percentile Data

	N	10th	25th	50th	75th	90th
1983-84	292	33,500	37,900	45,800	55,000	62,500
1982-83	272	32,100	37,000	44,700	53,000	60,600
1981-82	240	30,100	36,000	42,800	50,500	57,300
1980-81	208	29,200	34,600	40,400	46,900	52,900
1979-80	184	26,300	31,600	38,400	44,500	50,500
1978-79	171	24,500	28,000	35,700	41,600	46,400

Table 1 presents salary data for the deans of nursing in the institutions participating in the 1983-84 salary survey. It also presents comparative data on size of the dean population and salaries for the previous five years. It should be noted that the population of deans has increased by 70 percent since the first survey in 1978-79; the percentage increase per year approximates increases in AACN's membership.

Comparisons of 50th percentile (median) salaries over the past five years show a small increase (2.5 percent) in 1983-84 over 1982-83; the increase in 1982-83 over 1981-82 amounted to 4.4 percent. The largest yearly increase in deans' salaries (7.6 percent) occurred in 1979-80. On the positive side, it is important to note that the 1983-84 median salary for deans ($45,800) is a 28 percent increase over 1978-79! It should be remembered that the same deans are not involved each year and that percentile salary data are affected by several factors. Turnover may result in a newly appointed younger or less experienced dean receiving less salary than one who retired; also, a school with high salaries may not have submitted data in a given year or vice-versa.

Table 2

Salaries for Deans Continuing in Office

	N	10th	25th	50th	75th	90th
1983-84	238	34,400	39,600	47,500	56,700	63,700
1982-83	238	32,100	36,900	44,800	52,700	60,900

Table 2 limits comparison to schools which participated in both the 1982-83 and 1983-84 surveys with the same dean continuing in office. The median salary for this group of deans showed an increase of 6 percent. Examination of the difference in the median salary increase between Table 1 and Table 2 indicates that new deans at lower salaries adversely affected the rate of increase computed from Table 1. This is not a surprising finding, as one would expect that salaries of deans who continued in office would show greater increase than the total population of deans for a given year. The remainder of the tables in this report will be based only on data supplied by the 292 schools that participated in the 1983-84 survey.

It seems important to point out that many of the factors presented in the tables which follow that relate to salary are in fact related to each other as well. For example, schools of nursing with doctoral programs generally are located in large universities or academic health centers. Thus, the reader should be cautioned that statements such as "Deans with doctoral programs receive higher salaries" is not an independent statement. Data presented in this 1983-84 Report on Salaries of Nursing Deans show that the very great diversity in the characteristics of nursing programs and deans is reflected in a corresponding diversity in level of compensation. The report should be useful to each dean in evaluating the status of her or his salary in comparison with (1) salaries of other administrative personnel in the local institution and (2) salaries of nurse colleagues in comparable settings in other colleges and universities.

Table 3

Comparison of Calendar Year (equivalent) Salaries for Deans on Academic and Calendar Year Basis

	N	10th	25th	50th	75th	90th
Academic Year Basis	51	32,600	36,200	41,600	48,900	54,200
Calendar Year Basis	241	33,500	38,400	47,400	56,900	63,900

Colleges and universities make various plans for coverage of administrative responsibilities during the summer period. These depend upon what an institution defines as an academic year or a calendar for semesters, quarters or other time units under which it operates its various academic programs. Some deans have an option as to whether they wish an academic year or calendar year appointment; others do not. Table 3 illustrates that a large majority of nursing deans (83 percent) are employed on a calendar year basis. Deans with academic year appointments are clearly compensated at a lower annual rate, even after adjusting the sal-

aries to a calendar year basis. The difference of 14 percent between median salaries of the two groups would seem to relate the academic year deans to smaller institutions which may offer only a baccalaureate in nursing. The extent to which such deans seek other employment in the summer period is not known.

Table 4

Salaries of Nursing Deans by Region

Region	N	10th	25th	50th	75th	90th
North Atlantic	83	33,200	37,700	46,000	55,000	60,700
Midwest	89	34,400	37,000	42,800	52,700	62,500
South	93	34,400	41,100	48,900	57,800	64,500
West	27	29,700	34,000	48,000	57,000	73,600

Salary data for the four AACN regions are shown in Table 4. A review of 50th percentile salaries for the regions shows rather marked changes in position from 1982-83. For the first time, median salaries in the south lead the four regions. Western salaries, which have been in first place for several years, are in second place. Salaries in the North Atlantic region are slightly above the all-school median, while midwestern schools are 1.6 percent below their own 1982-83 median.

These variations in deans' salaries would seem to be related to such factors as stability of the population concerned, or numbers of new schools with lower salaries than well established schools.

One question which was pursued was the balance of public or private schools by regions. As might be expected from the historical development of private institutions in the North Atlantic region, 71 percent of AACN's member schools there had private sponsorship - either secular or religious. However, a direct link could not be established with deans' salaries, since Table 1 illustrates that the North Atlantic Region slightly surpassed the all-school median. In other words, the predominance of private schools could not be said to have affected salaries adversely.

The Midwest, where 55 percent of AACN member schools had private sponsorship, could suggest that a relationship to lower salary levels existed. Finally, the Southern and Western regions, with the highest salaries, also had the smallest percentages of private schools, 23 percent in the South and 33 percent in the West.

Table 5

Salaries of Nursing Deans by Institutional Control

Control	N	10th	25th	50th	75th	90th
Public	159	37,200	42,100	48,900	58,000	64,000
Secular Private	53	34,400	38,000	45,900	58,400	68,000
Religious Private	80	26,700	33,400	37,100	45,800	54,700

Table 5 presents salaries of deans according to control of the parent institution. All three categories experienced an increase in number of member schools reporting over 1982-83. Public schools increased by 23, secular private by 6 and religious private schools by 11. Some interesting internal contrasts are apparent. At the median and lower levels, salaries are highest in public institutions, lower in secular private schools and lowest in religious private schools. However, at the 75th and 90th percentiles, secular private institution salaries are ahead of the others. Median salaries of deans in religious private institutions, which had increased by 6.8 percent between 1980-81 and 1981-82, dropped to an increase of 2.7 percent between 1981-82 and 1982-83. The median for 1983-84 shows a barely perceptible increase, only one hundred dollars.

Table 6

Salaries of Nursing Deans in Universities and Four-Year Colleges

Parent Institution	N	10th	25th	50th	75th	90th
University	200	37,000	42,300	50,000	58,900	65,000
Four-year College	83	27,200	33,500	36,700	42,100	48,300
Other	9	38,500	40,500	45,900	53,500	68,900

Data in Table 6 show that deans in schools of nursing which are situated on a university campus earn substantially higher salaries than deans of nursing in four-year colleges. Comparison of 1983-84 data with deans' salaries in four-year colleges in 1982-83 indicated an increase in the median of 3.4 percent, which was considerably less than in previous years. However, similar comparison between the median for deans' salaries in universities between the two years showed an increase of only 3.3 percent - a little above the increase in the all-dean median salary of 2.5 percent in 1983-84.

The "other" category in Table 6 represents nursing programs in specialized institutions of higher education, e.g., a free-standing medical college, a consortium or other "one of a kind" programs.

Table 7

Salaries of Nursing Deans in Academic Health Centers

Parent Institution	N	10th	25th	50th	75th	90th
Academic Health Centers						
Same Campus	59	44,600	53,400	60,100	66,900	74,600
Separate Campus	8	-	50,100	55,100	60,000	-
Separate City	1	-	-	-	-	-
Other Universities and Colleges	224	32,400	36,400	42,400	49,400	56,300

The format of AACN's Institutional Data questionnaire was changed two years ago in an effort to secure more accurate data concerning a nursing school's relationship with an academic health center which existed in the same university. Table 7 provides a significant comparison between deans' salaries where the school of nursing is on the same campus with an academic health center or situated in other colleges and universities. The median salary for academic health center nursing deans increased by 4.0 percent over last year as compared to 0.7 percent in other colleges and universities.

Table 8

Salaries of Nursing Deans by Programs Offered in the School

	N	10th	25th	50th	75th	90th
Baccalaureate Only	158	31,200	35,400	40,200	46,400	51,700
Master's Only	2	-	-	-	-	-
Baccalaureate, Master's	107	37,500	45,000	53,000	59,400	64,200
Master's, Doctoral	1	-	-	-	-	-
Baccalaureate, Master's, Doctoral	22	54,000	60,300	65,100	73,800	81,400

It is apparent from the data in Table 8 that the salaries of deans vary greatly with increased responsibility for advanced degree programs. However, the large number of schools which prepare students for the first professional degree, normally the baccalaureate, also have diverse characteristics depending on location, source of support, enrollment of R.N. students and the length of the program's existence. Schools which offer both baccalaureate and master's study are expected to recruit and maintain a higher ratio of doctorally prepared faculty; this need becomes more crucial for the schools which also have doctoral students enrolled.

AACN readers will detect that Table 8 includes a total of 23 schools with doctoral programs in nursing while the Report on Nursing Faculty Salaries shows a total of 26 for 1983-84. Both figures are correct. Two of the above schools are missing from this report because of acting/interim deans in the fall of 1983. The deanship has since been filled in one of these. In the third instance, a dean did not participate in this phase of data collection.

Table 9

Salaries of Nursing Deans by Faculty Size

Number of Faculty	N	10th	25th	50th	75th	90th
0 - 10	80	30,000	33,700	39,400	43,600	49,000
11 - 20	83	35,000	37,000	42,900	47,600	54,200
21 - 30	40	36,700	40,600	47,500	58,700	64,800
31 - 40	35	38,400	48,000	52,000	59,400	60,500
41 - 60	41	48,700	52,500	58,800	63,300	71,400
More than 60	13	54,000	59,500	64,000	74,100	90,200

Table 9, which was new last year, shows the relationship of salaries for the chief administrative officer of nursing schools to the number of faculty for which they are responsible. The very strong and obvious positive relationship between compensation and organization size is in a sense very satisfying, because it is what one would expect for commercial, governmental or academic institutions of any kind. Many factors are significant in describing a deanship, but faculty size would probably be the best single measure of comparability of positions. One should point out that even within the size groupings, variables other than faculty size could affect the dean's salary. For example, a school with only a graduate program might have ten highly prepared experienced faculty who would merit higher salaries than Table 9 would indicate.

As was the case last year, over one-half of the participating deans represented institutions with a nursing program in which less than 20 nursing faculty were employed.

Table 10

Salaries of Nursing Deans by Type of Highest Degree

Highest Degree	N	10th	25th	50th	75th	90th
D.N.S. or D.N.Sc.	11	35,200	40,300	47,700	50,000	53,000
Ed.D.	97	32,100	39,000	48,600	58,000	65,400
Ph.D.	141	35,000	38,900	46,000	56,100	62,400
D.P.H. or Dr.P.H.	6	-	43,500	51,600	60,800	-
Other Doctorate	3	-	33,200	48,000	52,400	-
Nursing Master's	32	25,600	31,400	37,100	42,000	48,900
Other Master's	2	-	-	-	-	-

A total of 258 deans, 88.4 percent of those reporting in the 1983-84 survey, held an earned doctorate, approximately the same as 87.1 percent last year. It should be noted that AACN's data show that the percentage of doctorally prepared deans has not changed significantly in the last two years.

Comparison of the type of doctoral degree reported in the 1978-79 survey also is of interest. In that year Ed.D. degrees comprised 50 percent of the doctoral degrees with Ph.D.'s accounting for 44 percent; corresponding figures for 1983-84 are 38 percent and 55 percent. The percentage of deans reporting professional degrees in nursing (D.N.Sc. or D.N.S.) was 4 percent of the total group reporting in 1978-79 and 4 percent in 1983-84, a decrease of 1 percent from last year. At the present time AACN has complete data on the major field of study of deans who have earned the Ph.D. degree. A question seeking this information has been included in the deans' questionnaire, but classification of responses is awaiting further anaylsis; advanced study in education seems predominant.

The appearance of more deans with the Ph.D. degree has assumed special importance since two-thirds of doctoral programs which have been established in AACN schools offer a Ph.D., presumably in nursing. However, the recency of some of these programs and time necessary for completion of doctoral study means that data collection from this source necessarily will be slow.

The number of deans whose highest educational credential was a master's degree declined from 14 to 12 percent, reversing a change observed last year. The large majority had a master's in

nursing. As would be expected, many of the deans in the master's category indicated that doctoral study was near completion. A question as to probable completion date may be included in next year's survey.

Table 11

Salaries of Nursing Deans by Title

Title	N	10th	25th	50th	75th	90th
Dean	165	38,400	44,800	52,000	60,100	68,000
Director	29	28,500	31,500	38,000	46,100	53,400
Chair	85	29,100	34,900	37,900	43,600	48,900
Other	13	36,600	38,900	45,900	49,400	58,500

Table 11 indicates clearly that the title of dean is associated with the highest levels of salaries. However, it seems likely that whatever title is held by the chief administrator in a nursing program is determined by the pattern of titles (and salaries) which prevail in the parent institution. Distribution of titles in this report did not change significantly from 1982-83.

Table 12

Salaries of Nursing Deans by Rank

Academic Rank	N	10th	25th	50th	75th	90th
Professor	200	36,100	43,300	50,000	59,500	66,000
Associate Professor	80	30,100	34,500	37,700	42,000	48,900
Assistant Professor	7	-	29,900	35,400	41,000	-
No Academic Rank	5	-	39,000	41,800	46,000	-

Table 12 indicates that 68 percent of the deans held the rank of professor, slightly less than last year. The difference likely is related to newer, less experienced deans or those who have recently completed doctoral preparation. Policies concerning levels of academic rank may differ considerably by educational institution; five deans reported no academic rank at all. This again would seem a matter of institutional policy with no adverse reflection on nursing.

Table 13

Salaries of Nursing Deans and Tenure

Tenure Status	N	10th	25th	50th	75th	90th
With Academic Tenure	193	35,000	41,600	50,000	59,200	64,600
Without Academic Tenure	99	32,100	35,400	39,400	45,000	50,000

Table 13 indicates that 193 or 66 percent of the deans in the 1983-84 survey held academic tenure - the same percentage as last year. Although further analysis of the schools where deans lack tenure has not been done, there is some evidence that the majority of these are smaller private institutions that do not operate a tenure system. Also, institutional policy undoubtedly governs the eligibility of a new dean for tenure status.

Table 14

Length of Administrative Term of Nursing Deans

Length of Term	N
No fixed term	218
2 years	5
3 years	36
4 years	11
5 years	20
6 or more years	2

Table 14 bears no direct relationship to salary but is included as a matter of interest. Responses to the question on length of administrative term, which reflects institutional policy rather than nursing per se, have been rather consistent over a three year period. It is apparent that three-fourths of the total number have no fixed term. Where terms in the office of deans exist, 12 percent reported a three-year term.

Table 15

Number of Deans Elected by Nursing Faculty

Region	Elected	Not Elected
North Atlantic	22	61
Midwest	9	80
South	10	83
West	2	25

As was the case with Table 14, the data on election of the dean bear no relationship to salary. The information is included because of interest on the part of deans, particularly with regard to changing trends. AACN's data show that election is the practice in a very small number of schools amounting to 14 percent of the 1983-84 respondents. Changes since this question was added four years ago have been very slight. The colleges and universities where deans are elected include all types: public and private, large and small institutions.

Table 16

Formal Review of Dean's Performance

Kind of Review	N
Internal Review	157
Internal and External Review	18
No Review	117

Table 16 shows how the dean's performance is evaluated in responding institutions. It was included for the first time in 1981-82 in response to growing interest in nursing education (as elsewhere in academia) about the manner in which the performance of deans in colleges and universities was being reviewed. A few changes have occurred this year which, while not conclusive, are in the direction of more attention to the review process; the number reporting an internal review increased by 17 percent; schools having both an internal and external review decreased by 4. Combining schools which reported both types of review showed that 60 percent were in this category in 1983-84 as compared to 57 percent in 1982-83.

Representation on State Boards of Nursing

A new question was added to the 1983-84 Deans' survey seeking information as to the number of AACN schools which were represented on a state board by either the dean or a faculty member. The results showed that a total of 74 schools (26 percent) had such representation; 45 deans and 29 other faculty.

FIGURE 1: LENGTH OF TIME IN CURRENT POSITION

Figure 1 illustrates the length of time in which the nursing deans in this survey have been in their present positions. It seems significant that approximately one-half of the group (53 percent) have served for three years or less, while 19 percent have served for one year or less. However, the number of new schools which have become members of AACN in the past year would be expected to affect the less experienced group. The median period of time in the current position for the group as a whole is four years as compared to three years in 1982-83.

FIGURE 2: TOTAL YEARS OF EXPERIENCE AS A DEAN

Figure 2 shows that many deans have had previous experience as chief administrative officers in a nursing program. The median number of years of combined experience in deanships for the group as a whole is 5 years; it was also 5 years in 1982-1983. This year there are 66 deans (23 percent) with more than ten years of experience as chief administrative officers in baccalaureate or masters programs in nursing.

FIGURE 1: LENGTH of Time in CURRENT POSITION

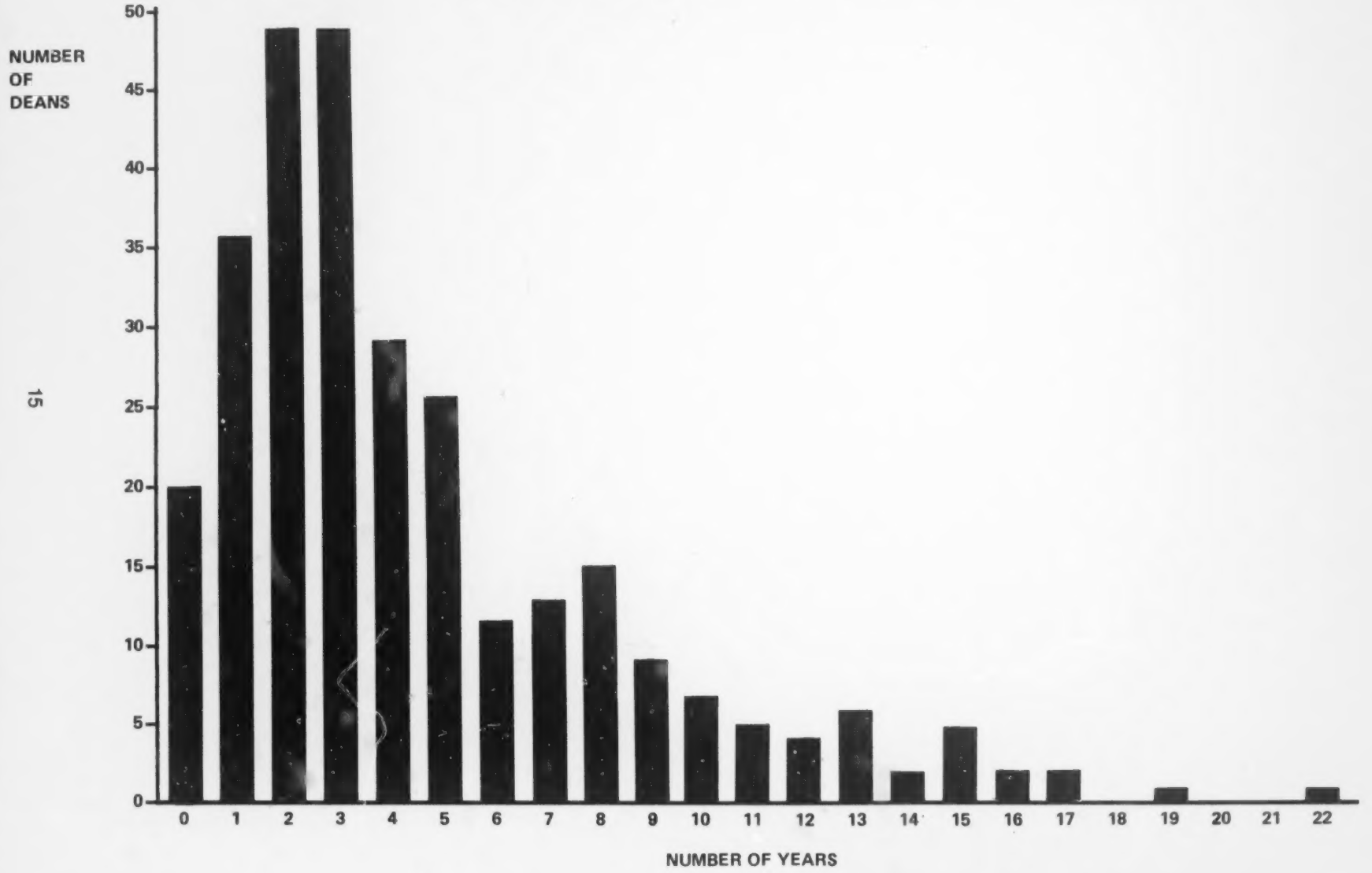
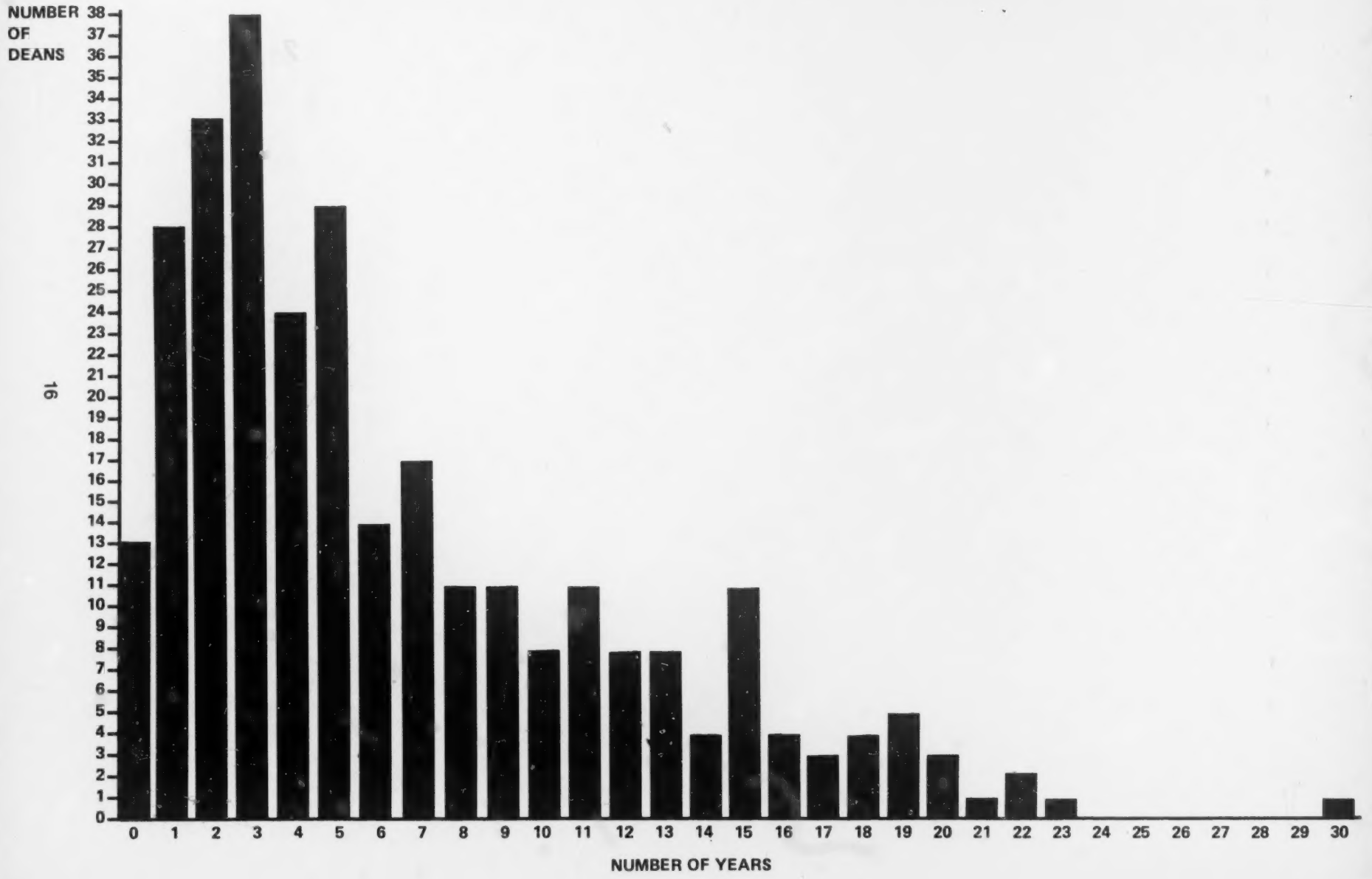


FIGURE 2: TOTAL YEARS of EXPERIENCE as DEAN



American Association of Colleges of Nursing

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1983-84 AACN SURVEY
INSTITUTIONAL DATA

Name of School _____

Address of School _____

1. Your institution is: (please check one)
   Public _____ Private (secular) _____ Private (religious) _____
2. Your school of nursing is part of an academic health center: (See definition on reverse. Please check one.)
   yes, same campus _____ yes, separate campus _____ yes, separate city _____ no _____
3. Your school of nursing is part of: (please check one)
   A university _____ A four-year college _____
   Other _____ (Specify) _____
4. The salary basis for nursing faculty is: (please check one)
   Academic year _____ Calendar year _____ Mixed _____ (See instructions on reverse)
5. Number of nursing faculty: Full-time [ ][ ][ ] Part-time [ ][ ][ ] (See instructions on reverse)
6. Categories of students:
   baccalaureate
   generic _____
   RN _____
   masters _____
   doctoral _____
   assoc. degree _____ If you have an associate degree program, see instructions on reverse.
7. Availability of **special programs** for college graduates from other fields who are not registered nurses. (Check whatever applies.)
   _____ Leading to a baccalaureate in nursing
   _____ Leading to a master's in nursing.
   _____ No such programs are available. (See instructions on reverse.)

   Questions 8 and 9 relate to **generic programs only**
8. In your school, when does a generic student become a nursing student? (Please check one. Do not include prenursing students.) Freshman year _____ Sophomore year _____ Junior year _____
9. When is the **first course** taught by **nursing faculty**?
   Non-clinical: Freshman year _____ Sophomore year _____ Junior year _____
   Clinical: Freshman year _____ Sophomore year _____ Junior year _____
10. Enrollment and graduation data:
    Please leave no blanks. Fill unneeded blocks on the left with zeros.

    Count only nursing students in the spaces below.

	Fall 1983 Full-time Students	Fall 1983 Part-time Students	1982-83 Graduations During 1982-83 Academic Year
Baccalaureate: Generic			
R.N.			
Graduate: Masters			
Doctoral			

Signature of Dean or Director _____

American Association of Colleges of Nursing
Eleven Dupont Circle • Suite 430 • Washington, D.C. 20036 • (202) 332-1917, 1918

1983-84 AACN SURVEY
DEAN/DIRECTOR: SALARY AND RELATED INFORMATION

Name of school _____

Address of school _____

1. TITLE: (check one)
   Dean _____ Director _____ Chair _____ Acting Dean _____ Other _____(specify)
   (an acting dean need not complete the remainder of the questionnaire, but please return the form with item 1 completed.)
2. RANK: (check one) Prof. _____ Assoc. Prof. _____ Asst. Prof. _____ No Rank _____
3. TENURE: (academic) yes _____ no _____
4. TERM: (administrative) Is it a policy of your institution for deans to be appointed for a specific term of more than one year? Terms generally are renewable. (check one)
   No fixed term _____ 2 yr _____ 3 yr _____ 4 yr _____ 5 yr _____ 6 or more yr _____
5. Does institutional policy call for a **formal** review of a dean's performance at the conclusion of a specific term, e.g., 5 years? (check one)
   Yes, internal within the institution _____
   Yes, internal and external _____
   No _____
6. ELECTION: Is it the policy of your institution for deans to be elected by the faculty? yes _____ no _____
7. SALARY [ ][ ][ ][ ][ ] (current fiscal year salary rounded to nearest dollar). The salary reported should reflect the total amount before deductions are made for tax-sheltered annuities, the dean's own contribution to retirement funds, life insurance, etc.
8. SALARY BASIS. (check one) Academic year _____ Calendar year _____
9. TIME IN DEANSHIP: Present school [ ][ ] years. Other school(s) [ ][ ] years.
10. Is your school represented on the state board of nursing by: (check one)
    Dean/Director _____
    Other faculty member _____
11. HIGHEST DEGREE (check only the highest earned degree)
    Doctorate
    D.N.S. or D.N.Sc. _____ Ed.D. _____ Ph.D. _____ (specify field) _____
    D.P.H. or DR.P.H. _____ other _____ (specify field) _____
    Masters
    Nursing _____ other _____ (specify field) _____

NOTE: The reverse side of this form provides opportunity to supply salary data on administrative faculty other than the Dean/Director.

Signature of Dean or Director _____

North
Atlantic
States
Midwestern States
Western States
Southern States

Report on Salaries of Nursing Deans
Schools Participating by Region and Sponsorship

NORTH ATLANTIC STATES

Public

Bloomsburg University
Bloomsburg, Pennsylvania
* City College of CUNY
New York, New York
Herbert H. Lehman College of CUNY
Bronx, New York
Hunter College of CUNY-Bellevue
New York, New York
Indiana University of Pennsylvania
Indiana, Pennsylvania
Kean College of New Jersey
Union, New Jersey
Pennsylvania State University
University Park, Pennsylvania
Rutgers, The State University
Newark, New Jersey
SUNY/Binghamton
Binghamton, New York
SUNY/Buffalo
Buffalo, New York
SUNY/College at Brockport
Brockport, New York
SUNY/College at New Paltz
New Paltz, New York
SUNY/College of Technology
Utica, New York
SUNY/Downstate Medical Center
Brooklyn, New York
SUNY/Stony Brook
Stony Brook, New York
Salem State College
Salem, Massachusetts
Southeastern Massachusetts University
North Dartmouth, Massachusetts
Temple University
Philadelphia, Pennsylvania
Trenton State College
Trenton, New Jersey
University of Connecticut
Storrs, Connecticut
University of Delaware
Newark, Delaware
University of Lowell
Lowell, Massachusetts
University of Massachusetts
Amherst, Massachusetts
University of Massachusetts - Boston
Boston, Massachusetts
University of New Hampshire
Durham, New Hampshire
University of Southern Maine
Portland, Maine
University of Vermont
Burlington, Vermont
Worcester State College
Worcester, Massachusetts

Private (Secular)

Adelphi University
Garden City, New York
Alfred University
Alfred, New York
Boston University
Boston, Massachusetts
Colby-Sawyer College
New London, New Hampshire

Private (Secular)

College of Mount St. Vincent
Riverdale, New York
College of New Rochelle
New Rochelle, New York
Columbia University
New York, New York
Columbia University, Teachers College
New York, New York
Daemen College
Amherst, New York
Fairleigh Dickinson University
Rutherford, New Jersey
* Hartwick College
Oneonta, New York
Husson College/Eastern Maine Medical Ctr
Bangor, Maine
Long Island University-Brooklyn
Brooklyn, New York
Long Island University-Greenvale
Greenvale, New York
* MGH Institute of Health Professions
Boston, Massachusetts
Mercy College
Dobbs Ferry, New York
Monmouth College
West Long Branch, New Jersy
Nazareth College of Rochester
Rochester, New York
New York University
New York, New York
Northeastern University
Boston, Massachusetts
Pace University
Pleasantville, New York
Quinnipiac College
Hamden, Connecticut
Russell Sage College
Troy, New York
Simmons College
Boston, Massachusetts
Syracuse University
Syracuse, New York
Thomas Jefferson University
Philadelphia, Pennsylvania
University of Hartford
West Hartford, Connecticut
University of Pennsylvania
Philadelphia, Pennsylvania
University of Pittsburgh
Pittsburgh, Pennsylvania
University of the State of New York
Albany, New York
Widener University
Chester, Pennsylvania
Wilkes College
Wilkes Barre, Pennsylvania
Yale University
New Haven, Connecticut
York College of Pennsylvania
York, Pennsylvania

Private (Religious)

Boston College
Chestnut Hill, Massachusetts
Carlow College
Pittsburgh, Pennsylvania

*Acting/Interim Dean

NORTH ATLANTIC STATES

Private (Religious)

College Misericordia
Dallas, Pennsylvania
College of Our Lady of the Elms
Chicopee, Massachusetts
* Duquesne University
Pittsburgh, Pennsylvania
Fairfield University
Fairfield, Connecticut
Felician College
Lodi, New Jersey
Georgetown University
Washington, D.C.
La Roche College
Pittsburgh, Pennsylvania
Lycoming College
Williamsport, Pennsylvania
Messiah College
Grantham, Pennsylvania
Molloy College
Rockville Centre, New York
Neumann College
Aston, Pennsylvania
Niagara University
Niagara University, New York
Sacred Heart University
Bridgeport, Connecticut
Saint Peter's College
Jersey City, New Jersey
Seton Hall University
South Orange, New Jersey
St. Anselm College
Manchester, New Hampshire
St. Francis College
Loretto, Pennsylvania
The Catholic University of America
Washington, D. C.
Thiel College
Greenville, Pennsylvania
University of Scranton
Scranton, Pennsylvania
Villa Maria College
Erie, Pennsylvania
Villanova University
Villanova, Pennsylvania
Waynesburg College
Waynesburg, Pennsylvania

MIDWESTERN STATES

Public

Ball State University
Muncie, Indiana
Chicago State University
Chicago, Illinois
Cleveland State University
Cleveland, Ohio
Eastern Michigan University
Ypsilanti, Michigan
Ferris State College
Big Rapids, Michigan
Fort Hays State University
Hays, Kansas
Governors State University
Park Forest South, Illinois
Indiana State University
Terre Haute, Indiana
Indiana University
Indianapolis, Indiana
Kent State University
Kent, Ohio
Medical College of Ohio
Toledo, Ohio
Metropolitan State University
St. Paul, Minnesota
* Miami University
Oxford, Ohio
Michigan State University
East Lansing, Michigan
Northeast Missouri State University
Kirksville, Missouri
Northern Illinois University
DeKalb, Illinois
Northern Michigan University
Marquette, Michigan
Oakland University
Rochester, Michigan
* Ohio State University
Columbus, Ohio
Ohio University
Athens, Ohio
Purdue University
West Lafayette, Indiana
Sangamon State University
Springfield, Illinois
South Dakota State University
Brookings, South Dakota
Southern Illinois University
Edwardsville, Illinois
Univ. of Minnesota/Sch. of Public Health
Minneapolis, Minnesota
University of Akron
Akron, Ohio
University of Cincinnati
Cincinnati, Ohio
* University of Illinois/Medical Center
Chicago, Illinois
University of Iowa
Iowa City, Iowa
University of Kansas
Kansas City, Kansas
University of Michigan
Ann Arbor, Michigan
University of Minnesota
Minneapolis, Minnesota
University of Missouri
Columbia, Missouri
University of Missouri
Kansas City, Missouri
University of Missouri
St. Louis, Missouri
University of Nebraska
Omaha, Nebraska
University of North Dakota
Grand Forks, North Dakota
University of Wisconsin
Eau Claire, Wisconsin
University of Wisconsin
Madison, Wisconsin
University of Wisconsin
Milwaukee, Wisconsin
University of Wisconsin
Oshkosh, Wisconsin
Washburn University of Topeka
Topeka, Kansas
Wayne State University
Detroit, Michigan
Wichita State University
Wichita, Kansas
* Wright State University
Dayton, Ohio

MIDWESTERN STATES

Private (Secular)

Aurora College
Aurora, Illinois
Bishop Clarkson
Omaha, Nebraska
Bradley University
Peoria, Illinois
Case Western Reserve University
Cleveland, Ohio
Columbia College of Nursing
Milwaukee, Wisconsin
Franklin University
Columbus, Ohio
George Williams College
Downers Grove, Illinois
Northwestern University Medical School
Chicago, Illinois
Ohio Wesleyan University
Delaware, Ohio
Rush University
Chicago, Illinois
The College of St. Catherine
St. Paul, Minnesota
West Suburban College of Nursing
Oak Park, Illinois

Private (Religious)

Ashland College
Ashland, Ohio
Augustana College
Sioux Falls, South Dakota
Avila College
Kansas City, Missouri
Capital University
Columbus, Ohio
College of Mount St. Joseph
Mount St. Joseph, Ohio
College of St. Scholastica
Duluth, Minnesota
Creighton University
Omaha, Nebraska
DePaul University
Chicago, Illinois
DePauw University
Greencastle, Indiana
Edgewood College
Madison, Wisconsin
Elmhurst College
Elmhurst, Illinois
Goshen College
Goshen, Indiana
Graceland College
Lamoni, Iowa
Grand View College
Des Moines, Iowa
Hope/Calvin Colleges
Holland, Michigan
Illinois Wesleyan University
Bloomington, Illinois
Indiana Central University
Indianapolis, Indiana
Lewis University
Lockport, Illinois
Loyola University
Chicago, Illinois
Luther College
Decorah, Iowa
Madonna College
Livonia, Michigan
Marquette University
Milwaukee, Wisconsin
Marymount College
Salina, Kansas
Mercy College of Detroit
Detroit, Michigan
Millikin University
Decatur, Illinois
Nazareth College
Nazareth, Michigan
* North Park College
Chicago, Illinois
Saint Olaf College
Northfield, Minnesota
St. Louis University
St. Louis, Missouri
St. Mary of the Plains College
Wichita, Kansas
St. Mary's College
Notre Dame, Indiana
St. Xavier College
Chicago, Illinois
Union College
Lincoln, Nebraska
University of Evansville
Evansville, Indiana
Ursuline College
Pepper Pike, Ohio
Valparaiso University
Valparaiso, Indiana
William Jewell College
Liberty, Missouri

SOUTHERN STATES

Public

Alcorn State University
Natchez, Mississippi
Arkansas State University
State University, Arkansas
Auburn University
Auburn University, Alabama
Auburn University at Montgomery
Montgomery, Alabama
Austin Peay State University
Clarksville, Tennessee
Central State University
Edmond, Oklahoma
Clemson University
Clemson, South Carolina
Coppin State College
Baltimore, Maryland
Corpus Christi State University
Corpus Christi, Texas
East Carolina University
Greenville, North Carolina
East Tennessee State University
Johnson City, Tennessee
Eastern Kentucky University
Richmond, Kentucky
Florida A&M University
Tallahassee, Florida
Florida Atlantic University
Boca Raton, Florida
Florida International University
North Miami, Florida
* Florida State University
Tallahassee, Florida

SOUTHERN STATES

Public

George Mason University
Fairfax, Virginia
Georgia College
Milledgeville, Georgia
Georgia Southern College
Statesboro, Georgia
Georgia State University
Atlanta, Georgia
James Madison University
Harrisonburg, Virginia
Louisiana State University
New Orleans, Louisiana
McNeese State University
Lake Charles, Louisiana
Medical College of Georgia
Augusta, Georgia
Medical College of South Carolina
Charleston, South Carolina
Mississippi University for Women
Columbus, Mississippi
Murray State University
Murray, Kentucky
North Carolina Central University
Durham, North Carolina
* Northeast Louisiana University
Monroe, Louisiana
Northern Kentucky University
Highland Heights, Kentucky
Northwestern State University
Shreveport, Louisiana
Radford College
Radford, Virginia
Southeastern Louisiana University
Hammond, Louisiana
Southwestern Oklahoma State University
Weatherford, Oklahoma
Tennessee State University
Nashville, Tennessee
Tennessee Tech. University
Cookeville, Tennessee
Texas Tech University
Lubbock, Texas
Texas Woman's University
Denton, Texas
Towson State University
Baltimore, Maryland
Troy State University
Troy, Alabama
Univ. of Arkansas College of Nursing
Little Rock, Arkansas
Univ. of North Carolina-Wilmington
Wilmington, North Carolina
University of Alabama
Birmingham, Alabama
* University of Alabama
Huntsville, Alabama
University of Alabama-Tuscaloosa
University, Alabama
* University of Arkansas at Pine Bluff
Pine Bluff, Arkansas
University of Central Arkansas
Conway, Arkansas
University of Florida
Gainesville, Florida
University of Kentucky
Lexington, Kentucky
University of Maryland
Baltimore, Maryland
University of Mississippi
Jackson, Mississippi
University of North Alabama
Florence, Alabama
University of North Carolina
Chapel Hill, North Carolina
* University of North Carolina
Charlotte, North Carolina
University of North Carolina
Greensboro, North Carolina
* University of North Florida
Jacksonville, Florida
* University of Oklahoma
Oklahoma City, Oklahoma
University of Puerto Rico
Rio Piedras, Puerto Rico
University of South Alabama
Mobile, Alabama
University of South Carolina
Spartanburg, South Carolina
University of South Carolina
Columbia, South Carolina
University of South Florida
Tampa, Florida
University of Southern Mississippi
Hattiesburg, Mississippi
University of Southwestern Louisiana
Lafayette, Louisiana
University of Tennessee
Knoxville, Tennessee
University of Tennessee
Memphis, Tennessee
University of Tennessee-Chattanooga
Chattanooga, Tennessee
University of Texas-Arlington
Arlington, Texas
University of Texas-Austin
Austin, Texas
University of Texas-El Paso
El Paso, Texas
University of Texas-Galveston
Galveston, Texas
* University of Texas-Houston
Houston, Texas
University of Texas-San Antonio
San Antonio, Texas
University of Texas-Tyler
Tyler, Texas
University of Virginia
Charlottesville, Virginia
Valdosta State College
Valdosta, Georgia
Virginia Commonwealth University
Richmond, Virginia
West Texas State University
Canyon, Texas
West Virginia University
Morgantown, West Virginia
Western Kentucky University
Bowling Green, Kentucky
Winston Salem State University
Winston Salem, North Carolina

Private (Secular)

Duke University
Durham, North Carolina
Hampton Institute
Hampton, Virginia
Johns Hopkins University
Baltimore, Maryland
The University of Tulsa
Tulsa, Oklahoma
University of Miami
Miami, Florida
* Vanderbilt University
Nashville, Tennessee

SOUTHERN STATES

Private (Religious)

Barry University
Miami Shores, Florida
Baylor University
Dallas, Texas
College of Notre Dame of Maryland
Baltimore, Maryland
Eastern Mennonite College
Harrisonburg, Virginia
Emory University
Atlanta, Georgia
Harding University
Searcy, Arkansas
* Incarnate Word College
San Antonio, Texas
Lenoir-Rhyne College
Hickory, North Carolina
Mississippi College
Clinton, Mississippi
Mobile College
Mobile, Alabama
Oral Roberts University
Tulsa, Oklahoma
Queens College
Charlotte, North Carolina
Southwestern Adventist College
Keene, Texas
Texas Christian University
Fort Worth, Texas
Tuskegee Institute
Tuskegee, Alabama
William Carey College
New Orleans, Louisiana

WESTERN STATES

Public

* Arizona State University
Tempe, Arizona
California State College
Bakersfield, California
California State University
Los Angeles, California
California State University
Sacramento, California
Intercollegiate Ctr for Nursing Educ
Spokane, Washington
Lewis-Clark State College
Lewiston,Idaho
Montana State University
Bozeman, Montana
* Oregon Health Sciences University
Portland, Oregon
San Jose State University
San Jose, California
University of Alaska
Anchorage, Alaska
University of Arizona
Tucson, Arizona
University of California
San Francisco, California
* University of Colorado
Denver, Colorado
University of Hawaii at Manoa
Honolulu, Hawaii
University of Nevada-Reno
Reno, Nevada
University of New Mexico
Albuquerque, New Mexico
University of Northern Colorado
Greeley, Colorado
University of Southern Colorado
Pueblo, Colorado
University of Utah
Salt Lake City, Utah
University of Washington
Seattle, Washington
University of Wyoming
Laramie, Wyoming

Private (Secular)

Loretto Heights College
Denver, Colorado
University of Denver
Denver, Colorado
University of Southern California
Los Angeles, California
Westminster College
Salt Lake City, Utah

Private (Religious)

Loma Linda University
Loma Linda, California
Seattle University
Seattle, Washington
University of Portland
Portland, Oregon
University of San Diego
San Diego, California
University of San Francisco
San Francisco, California